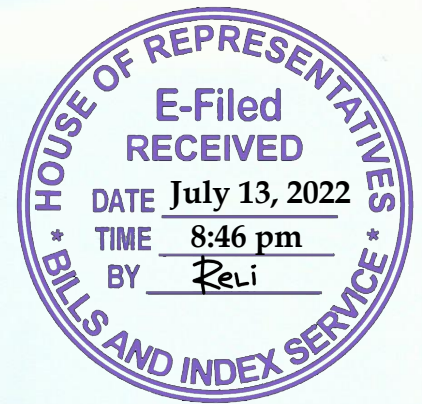


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

House Bill No. 1971

Introduced by Hon. Antonio B. Legarda Jr.

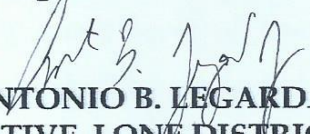
AN ACT
UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS
TO SALARY GRADE 15, TEACHING PERSONNEL IN HIGHER EDUCATION
TO SALARY GRADE 16, AND OF NON-TEACHING PERSONNEL TO SIXTEEN
THOUSAND PESOS (Php 16,000.00)

EXPLANATORY NOTE

Teachers play a vital role in the development of our society. They are the backbone of our society and responsible for fostering the nation's youth by shaping their ideals, aspirations, talents, and developing their intellectual capabilities to the highest level. Thus, it is often touted that teaching is a noble profession. Nonetheless, despite the important role that teachers play in our society, their salaries do not reflect the same.

Republic Act No. 4670 or the Magna Carta for Public School Teachers was crafted to promote and improve the social and economic status public school teachers, teaching personnel and non-teaching personnel and it contains a proviso that their salaries should have regular increments but the increase in salaries as mandated by Republic Act No. 11466 which amended the Salary Standardization Law are abysmal and with high inflation rates, it is not enough to give them a decent standard of living.

Hence, this measure seeks to increase the salaries of public school teachers, teaching personnel and non-teaching personnel to increase their standard of living and provide for annual salary increments to keep up with high inflation. This is in recognition of the invaluable role that teachers play and reward for their contribution to our society. In line with the policy adopted by its original proponent Senator Loren Legarda, this bill therefore likewise serves as a counter-part House Bill. Approval of this measure is earnestly sought.


ANTONIO B. LEGARDA JR.
REPRESENTATIVE, LONE DISTRICT OF ANTIQUE

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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 Section 1. *Declaration of Policy.* – It is hereby declared the policy of the State to
2 alleviate the living conditions of government employees and to guarantee
3 employees’ rights to living wage. The State policies of ensuring that education
4 receives the highest budgetary priority and that teaching will attract and retain its
5 rightful share of the best available talents through adequate remuneration and other
6 means of job satisfaction and fulfillment are hereby reiterated. In the formulation of
7 decisions with regard to education reforms, the State shall likewise hold paramount
8 the protection and promotion of the right of citizens to quality education at all levels
9 and the rights of education workers to human conditions of work and a living wage.

10 Sec. 2. *Raising of the Minimum Salaries of Public School Teachers in Basic*
11 *Education.* – The present minimum salary grade level of public school teachers shall
12 be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those
13 occupying higher positions shall be adjusted accordingly.

14 Sec. 3. *Raising of the Minimum Salaries of Public Teaching Personnel in Higher*
15 *Education.* – The present minimum salary grade level of teaching personnel or
16 instructors in public universities and colleges shall be upgraded from Salary Grade

1 12 to Salary Grade 16. Salary grade levels of all other teaching personnel occupying
2 higher positions shall be adjusted accordingly.

3 Sec. 4. *Raising of the Minimum Salaries of Regular Employees in Public Elementary*
4 *and High Schools.* – The present salary of a regular entry-level position in government
5 service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The
6 salaries of those occupying higher positions shall be adjusted accordingly.

7 Sec. 5. *Annual Adjustment of Salaries.* – Salaries of public school teachers and
8 non-teaching personnel shall be adjusted annually to keep pace with the cost of
9 living. The Department of Budget and Management (DBM), in consultation with
10 public sector unions, shall recommend to Congress the appropriation of the
11 necessary funds.

12 Sec. 6. *Rules and Regulations.* – The Department of Education, the Commission
13 on Higher Education, and the DBM shall promulgate the necessary rules and
14 regulations of the provisions of this Act.

15 Sec. 7. *Appropriations.* – The amount necessary for the initial implementation
16 of this Act shall be taken from the current appropriations. Thereafter, funds needed
17 in subsequent years shall be included in the General Appropriations Act.

18 Sec. 8. *Separability Clause.* – Should any provision herein be declared
19 unconstitutional, the same shall not affect the validity of the other provisions of this
20 Act.

21 Sec. 9. *Repealing Clause.* – All laws, executive orders, presidential decrees,
22 rules and regulation or parts thereof inconsistent with any provisions of this Act are
23 hereby repealed, amended, or modified accordingly.

24 Sec. 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its
25 publication in the Official Gazette or in a newspaper of general circulation.

Approved,